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4 MEMORANDUM OF AGREEMENT  
5 BETWEEN THE  
6 TOWN OF PRINCETON  
7 AND  
8 THE PRINCETON POLICE ASSOCIATION,  
9 FRATERNAL ORDER OF POLICE,  
10 LODGE 044

11  
12 29 December 2023  
13

14 NOW COMES the Town of Princeton (“the Town”) and the Princeton Police Association,  
15 Fraternal Order of Police, Lodge 044 (“the Union”) and hereby agree as follows:

16 WHEREAS, the Town and the Union are parties to a Collective Bargaining Agreement  
17 covering the period from July 1, 2020 through June 30, 2023 (“the CBA”);

18 WHEREAS, the Town and the Union, having met and bargained in good faith, are  
19 desirous of entering into a successor agreement to the current CBA, based on the current CBA as  
20 modified herein;

21 NOW, THEREFORE, it is agreed as follows:

- 22 1. Article 2 – Management Rights: Paragraph 13 of this Article shall be amended as  
23 follows:

24 13. The hiring, appointment or promotion of police officers, including the determination  
25 of qualifications and requirements for the position or promotion **and, with respect to**  
26 **experienced officers hired from outside, the appropriate starting step on the salary**  
27 **schedule (so long as the officer transferring from outside is not placed on the salary**  
28 **schedule at a step higher than the number of years of service would warrant for a**  
29 **Princeton officer).**  
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31 2. Article 10 – Overtime: Paragraph A of this Article shall be amended as follows:

32 A. All authorized work in excess of forty (40) hours per week shall be paid at an  
33 overtime rate of one and one halftime (1.5) the regular rate, to include Officers  
34 educational incentive "Quinn Bill" rate. All authorized work in excess of eight hours  
35 in any one shift performed by part time officers shall be paid at an overtime rate of one  
36 and one half (1.5) times their regular rate. All vacation time, personnel time,  
37 compensatory time, holiday time and sick leave shall be credited toward the forty (40)  
38 hour calculation. A "forced" overtime list shall be established. In the event a shift vacancy  
39 must be filled on a "forced" overtime basis, said shift shall be filled by the least senior  
40 officer on the preceding shift. **Consistent with past practice, such a holdover shall not be**  
41 **reflected as a "forced" overtime on the rotating list. Off duty officers shall be the last to**  
42 **be "forced".** This shall be based on a rotating list. **Officers with approved personal or**  
43 **vacation days, cannot be forced. If an officer must be skipped in the rotation, this**  
44 **officer will be up first for the next "force". If an officer must be skipped on multiple**  
45 **occasions, said officer will be up first to be forced the number of times he/she was**  
46 **skipped. The rotation of the list will then revert to the correct order in the rotation.**  
47 **The "force" rotation will revert to the least senior officer on July 1<sup>st</sup> of every year. A**  
48 **"force" will be considered any shift over four (4) hours. Officers who are absent from**  
49 **work due to IOD leave, FMLA leave, or attendance at the full-time police academy shall**  
50 **be taken off the "force" list during their absence. Such officers shall be placed first upon**  
51 **the "force" list upon their return.** Current officers receive a percentage rate for Quinn.  
52 The overtime rate will be based on their percentages. New hires will be prorated based on  
53 their fixed educational incentives.  
54

55 3. Article 10 – Overtime: This Article shall be amended further by adding thereto a new  
56 paragraph B., as follows:

57 B. **In the event a part-time bargaining unit member works a special assignment under**  
58 **a state/federal grant, he/she shall be paid an overtime rate of one and one half time (1 ½)**  
59 **times their current rate.**

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62 4. Article 19 – Holiday Leave: This Article shall be amended by adding Juneteenth to the  
63 list of holidays in paragraph A.

64 5. Article 19 – Holiday Leave: Paragraph E of this Article shall be amended as follows:

65 A. E. Part time police officers scheduled to work on **holidays recognized in section A**  
66 ~~Independence Day, Thanksgiving Day, Christmas Day (4 shifts), New Year's Day or~~  
67 ~~Presidents Day~~, will be paid their time and a half rate.  
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70 6. Article 19 – Holiday Leave: Paragraph F.1. of this Article shall be amended by replacing  
71 the current language with the following:

72 1. **When an officer works on a holiday, they shall receive a day off with pay.**  
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75 7. Article 23 – Recall: This Article shall be amended as follows:

76 C. Full time police officers that are recalled to work from off duty hours shall receive  
77 four (4) hours callback pay **at time and one half his/her regular straight time hourly rate.**  
78 A full-time police officer ~~involved-called~~ in an ~~“emergency call-in”~~ on a Sunday or a  
79 Holiday shall be paid for the time worked at two times his/her regular straight time  
80 hourly rate and shall be granted a minimum of ~~three~~ **four** hours of recall. If called back a  
81 second time during the first four (4) hour callback period, the police officer will be  
82 entitled to only the original (4) hour callback pay.  
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85 8. Article 25 – Seniority: Paragraph A of this Article shall be amended as follows:  
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87 A. Seniority for all full-time police officers governed by this Agreement shall be based  
88 upon the number of years of continuous full-time service as a full-time police officer in the  
89 Princeton Police Department. **However, for the purpose of establishing seniority, enrollment in**  
90 **the MPTC Bridge Academy shall be seen as break in full-time service. The date an officer is**  
91 **granted a “bridge” exemption shall be seen as the officer’s new hire date when determining**  
92 **seniority. This applies only to current officers employed by the Princeton Police Department as**  
93 **of July 1, 2023.**  
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96 9. Article 27 – Shift Differential: Paragraphs **A and B** of this Article shall be amended as  
97 follows:

98 A **Police officers who actually work from 3:00 p.m. to 11:00 p.m. in FY24, FY25, and**  
99 **FY26 shall receive an additional ~~\$1.35~~ \$1.60 per hour as a shift differential.**

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B. Police officers who actually work from 11:00 p.m. to 7:00 a.m. in FY21~~24~~, FY22~~25~~, and FY23~~26~~ shall receive an additional ~~\$1.75~~ **2.00** per hour as a shift differential.

10. Article 27 – Shift Differential/Stipends: Paragraphs C and D of this Article shall be amended as follows:

C. Full-time police officers that are certified by the State of Massachusetts as Emergency Medical Technicians shall receive a stipend of ~~\$2,000.00~~ **2,500.00**. Full time officers with five years of EMT experience shall receive a stipend of ~~\$2,500.00~~ **3,000.00**. Payment will be made to each EMT Officer at the end of the fiscal year (June 30th), provided the officer has completed twelve months of prior service as an EMT in that fiscal year. **In calculating the rate of holiday pay and overtime pay for officers eligible for an EMT stipend, the amount of the stipend shall be pro rated and included as if it were part of the officer’s base pay. The stipend shall not be added to the base pay for any other purposes and shall not be subject to any increases in base wages. Each EMT officer shall be ineligible for this stipend upon loss of EMT certification and shall promptly notify the Police Chief of the same.**

D. Part-time police officers that are certified by the State of Massachusetts as Emergency Medical Technicians shall receive a stipend of \$750.00. Part time officers with five years of EMT experience shall receive a stipend of \$875.00. Payment will be made to each EMT Officer at the end of the fiscal year (June 30) provided the officer has completed twelve months of prior service as an EMT in that fiscal year.

11. Article 27 – Shift Differentials/Stipends: The longevity stipends in Paragraph F of this Article shall be increased as follows:

**\$500 for service of 5-9 years**  
**\$800 for service of 10-14 years**  
**\$1200 for service of 15-19 years**  
**\$1800 for service of 20+ years.**

12. Article 27 – Shift Differentials/Stipends: A new Paragraph G. shall be added as follows:

137 G. Full time officers attending training to maintain their EMT certification, shall  
138 be paid a minimum of four (4) hours of overtime pay as described in Article  
139 10. Each hour after four (4), will be paid hourly.  
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141 13. Article 35 – Extra Paid Details: Paragraphs C, D, E, F, G, M, O, and P of this Article  
142 shall be amended as follows:

143 C. Each extra paid detail opportunity shall be first offered to full time officers in  
144 accordance with a list based upon seniority. The rotation will stop with the last officer to  
145 accept that particular detail, regardless of how many officers are needed for that detail. If  
146 no full-time officer is willing to accept an extra paid detail, the opportunity shall be next  
147 offered, on a similar rotation basis, to all part time officers. The rates of pay below apply  
148 equally to both full time and part time officers.  
149

150 Notwithstanding anything else to the contrary in this Agreement, a part time officer is  
151 ineligible to work a detail if the ratio of detail hours worked to regular patrol hours  
152 worked by the officer in the preceding pay period exceeds 75%, unless otherwise  
153 determined by the Chief of Police.  
154

155 Officers who have retired through a Massachusetts State, Municipal, or County  
156 retirement system may work details in a given month only if the officer in question has  
157 earned in the preceding month no more than 50% of their allowable post-retirement  
158 earnings from details and has provided proof satisfactory to the Chief of Police of all time  
159 worked and earnings for the preceding month to the Chief of Police or the Chief's  
160 designee.  
161

162 D. The Chief of Police or his/her representative shall maintain a record of all such  
163 assignments which record shall be made available for examination by a representative of  
164 the Union. All extra paid details shall be listed in an official department detail book,  
165 which will be placed in an area of the police station which is accessible to all members of  
166 the police department for review and scrutiny. As soon as information of an upcoming  
167 detail is made known to the police department, the detail shall be promptly listed in the  
168 Detail Book. Each detail listing in said Detail Book shall indicate the hiring agency,  
169 number of officers needed, type of detail, rate of pay and hours of duty as well as any  
170 other pertinent data. In addition, a copy of the record of the rotating detail seniority  
171 system shall be attached to or included in the Detail Book. The Town may collect an  
172 administrative fee as provided by statute in connection with paid details. The Union  
173 Steward may examine all records relating to paid details under this Article upon request.  
174 The Term "Detail Book" shall be understood to refer to the DTS electronic detail system.  
175

176 E. Contractors who fail to provide a minimum ~~three (3) hour~~ **twenty-four (24) hour**  
177 notice of cancellation to the police department shall incur a four (4) hour cancellation  
178 charge to be paid to the officer(s) assigned to work said cancelled detail. ~~This provision~~

179 shall not apply to Town details, including PMLD detail(s), shall be subject to the  
180 three (3) hour minimum cancellation notice.  
181

182 F. It is agreed that regular shifts must be filled prior to an officer being allowed to  
183 work a detail and officers who advise the Chief of Police or his/her designee that they are  
184 not available to be scheduled for patrol shifts will also not be available to be scheduled  
185 for detail shifts. All full-time police officer(s) on vacation time status, shall be excluded  
186 from this restriction.  
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188 During the term of this agreement the detail rate will be:  
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190 Effective July 1, 2023 the detail rate will be ~~\$51.00~~ \$59.00 per hour

191 Effective July 1, 2024 the detail rate will be ~~\$52.00~~ \$60.00 per hour

192 Effective July 1, 2025 the detail rate will be ~~\$53.00~~ \$61.00 per hour  
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194 G. A minimum of four (4) hours pay will be guaranteed to the officer(s) work such a  
195 detail. If an officer chooses not to work a full day detail and the detail must be divided  
196 amongst officers, the four (4) hour minimum will not apply. If a contractor schedules for  
197 a full day but cancels after four (4) hours, an eight (8) hour minimum will apply. If a  
198 contractor schedules for four (4) hours and the detail extends over the four (4) hours, a  
199 minimum of eight (8) hours pay will apply. If any detail that is scheduled for more than  
200 four (4) but less than eight, the eight (8) hour minimum will apply. Any detail that  
201 extends over eight (8) hours shall be paid additional two-hour increments.  
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204 O. Emergency Details: In the event a detail is requested within two (2) hours of the  
205 start time, the detail hourly rate shall be ~~one and~~ at the rate of ~~one half (1 ½)~~ two (2)  
206 time(s) the current detail rate and minimums shall apply.  
207

208 P. Liquor Details: In the event a detail is requested into the Police Department  
209 requesting an officer where alcohol is served, the detail hourly rate will be one and one  
210 half (1 ½) times the current rate.  
211

212 14. Article 35 – Extra Paid Details: This Article shall be amended further by adding thereto

213 a new paragraph Q., as follows:

214 Q. Election details and in town details shall have priority over any out-of-town  
215 details. No officer shall perform an out-of-town detail until all election detail shifts and  
216 any town detail shifts for the same date are filled.  
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219 15. Article 40 – Clothing Allowance: Paragraph E of this Article shall be replaced with the

220 following:

221 E. To assist officers in maintaining appropriate dress and equipment (exclusive of  
222 firearms), all full-time officers will be entitled to an annual clothing/equipment allowance  
223 of twelve hundred (\$1,200) dollars. Purchases utilizing the same shall be made at one of  
224 the Town-approved vendors (currently AAA, Amazon, Galls, or Trippi's) and receipts  
225 shall be required from the officers for reimbursement.  
226

227 16. Article 42 – Salaries: The base wages under Article 42 shall be increased by 3% on  
228 July 1, 2023, 3% on July 1, 2024, and 3% on July 1, 2025. Further, a new paragraph C shall be  
229 added, as follows:

230 C. In the event the Town voluntarily agrees (i.e. agrees without the compulsion of a  
231 third-party such as an arbitrator or DLR) to a COLA/wage increase higher than that  
232 provided for in this paragraph 17 for another employee group (exclusive of School  
233 Department and PMLD employees) for FY25 or FY26, this agreement may be re-opened  
234 upon written notice from the Union to the Town for bargaining for the discussion of base  
235 wages only.

236  
237 17. Article 43 – Education Incentive: The stipends in Paragraph D of this Article shall be  
238 increased as follows:

- 239 1. Associate Degree: ~~\$3,000.00~~ 4,000.00 in FY24, 5,000 in FY25, and  
240 6,000 in FY26  
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242 2. Bachelor's Degree: ~~\$5,000.00~~ 6,000 in FY24, 8,000.00 in FY25,  
243 and 10,000 in FY26  
244  
245 3. Master's Degree: ~~\$6,000.00~~ 8,000 in FY24, 10,000.00 in FY25,  
246 and 12,000 in FY26.  
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248 18. Article 47 – Duration: The dates in this Article shall be changed to reflect the dates of  
249 the successor Agreement, i.e. July 1, 2023 through June 30, 2026.

250 19. Except as modified in accordance with this Memorandum of Agreement, the Successor  
251 Agreement shall be identical in all respects to the Previous Agreement.

252 20. The cost items of this Agreement are subject to approval by Town Meeting.

253 21. This Memorandum of Agreement shall be considered off-the-record until ratified by the

254 Union's membership and the Board of Selectmen and, as applicable, funded by Town Meeting.  
255 The bargaining teams shall sponsor and support such ratification. Failing such ratification and/or  
256 funding by Town Meeting, this Memorandum of Agreement shall be deemed null and void and  
257 both parties will be free to return to their prior bargaining positions.

258 For the Town:

For the Union:

259 KGW

T. Russell 29 December 2023

260 [Signature]

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